

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 2**

**Exclusive Employee Representative:  
California Attorneys, Administrative Law Judges and Hearing Officers  
In State Employment (CASE)**

**Number of Employees:** Approximately 3,869 full-time equivalents

**General Provisions:**

**I. Retirement**

***Benefit Formula Calculation***

- Bargaining Unit (BU) 2 employees who become CalPERS members on or after January 1, 2013, are subject to the Public Employees' Pension Reform Act (PEPRA) Retirement Formula of two percent (2%) at age 62.
- BU 2 employees who become CalPERS State Safety members on or after January 1, 2013, are subject to the State Safety PEPRA Retirement Formula of two percent (2%) at age 57.
- BU 2 employees who become CalPERS members on or after January 1, 2013, are subject to the Second Tier PEPRA Retirement Formula of one and one-quarter percent (1.25%) at age 67.
- Pensionable compensation caps will apply to new CalPERS members subject to PEPRA as defined under PEPRA.

***Employee Pension Contribution***

- BU 2 Miscellaneous and Industrial members in the First Tier retirement subject to social security, contribute nine percent (9%) of monthly pensionable compensation.
- BU 2 Miscellaneous and Industrial members in the First Tier retirement not subject to social security, contribute ten percent (10%) of monthly pensionable compensation.
- Effective July 1, 2013, all BU 2 State Safety members began contributing eleven percent (11%) of monthly pensionable compensation.
- Effective July 1, 2013, all BU 2 Second Tier members began contributing one and one-half percent (1.5%) of monthly pensionable compensation and the contribution will increase by one and one-half percent (1.5%) annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.

## II. Compensation

### *General Salary Increase*

- Effective July 1, 2014, all BU 2 represented classifications receive a two percent (2%) General Salary Increase (GSI).
- Effective July 1, 2015, all BU 2 represented classifications receive a two and one-half percent (2.5%) GSI.

## III. Health Benefits

### *Employer Contribution*

- The pay period following ratification, the employer health benefits contribution to the health insurance portion of the BU 2 Consolidated Benefits (CoBen) allowance will be set at a dollar amount that equals the 80/80 formula. The amounts shall be increased on January 1, 2015, and January 1, 2016.

## IV. Miscellaneous

- The State and CASE agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2016.
- The State and CASE agree to negotiate a successor MOU with the intent to, if economically feasible, address legal professional salary and classification issues.
- The State will submit a classification proposal for the creation of Administrative Law Judge III and Attorney V classifications to the State Personnel Board by January 1, 2015.
- Business and Travel Reimbursements, the State increased the breakfast rate to \$7.00, lunch to \$11.00, dinner to \$23.00 and incidentals to \$5.00.

The State increased lodging rates as follows:

County	Lodging Rate
All counties except those listed below	\$90
Sacramento, Napa, Riverside	\$95
Los Angeles, Orange, Ventura & Edwards AFB, excludes the city of Santa Monica	\$120
Monterey, San Diego	\$125
San Francisco, City of Santa Monica	\$150

- Effective May 1, 2015, BU 2 employees will be allowed to cash out up to 20 hours of vacation or annual leave once per fiscal year if their department head determines funds are available.

#### **V. Duration**

- July 2, 2013 through July 1, 2016

#### **VI. Fiscal**

- FY 13/14 Cost: \$0M, \$0M GF
- FY 14/15 Cost: \$12.6M, \$3.3M GF
- FY 15/16 Cost: \$16.5M, \$4.4M GF
- Total Incremental Cost: \$29.2M, \$7.7M GF
- Total Budgetary Cost: \$41.8M, \$11.1M GF

#### **VII. Agreement**

- The complete Tentative Agreement between the State and CASE is posted at: <http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>